PERSCOM

Acquisition Management Branch

LTC(P) Peggy Carson
12 August 2003

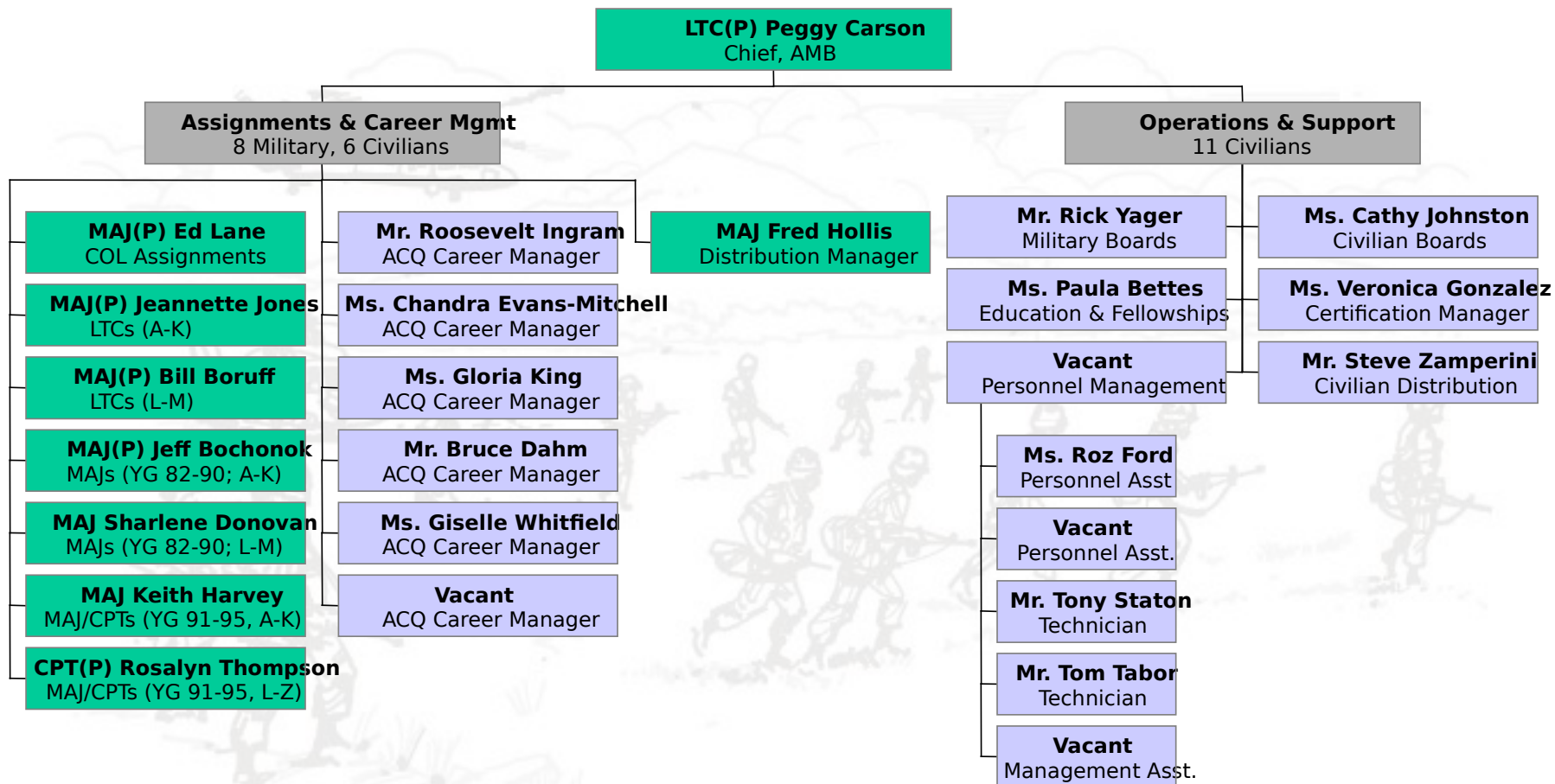# Agenda

- ➤ **Acquisition Management Branch**
- **Current Issues**
- **Assignment Considerations**
- **Recent Selection Board Results**
- **Officer Evaluation Reports**
- **Acquisition Support Center Programs**
- **Web Links**

AMB Organization

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                              LTC(P) Peggy Carson
                                  Chief, AMB
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Assignments & Career Mgmt
8 Military, 6 Civilians

Operations & Support
11 Civilians

MAJ(P) Ed Lane COL Assignments	**Mr. Roosevelt Ingram** ACQ Career Manager	**MAJ Fred Hollis** Distribution Manager
MAJ(P) Jeannette Jones LTCs (A-K)	**Ms. Chandra Evans-Mitchell** ACQ Career Manager	
MAJ(P) Bill Boruff LTCs (L-M)	**Ms. Gloria King** ACQ Career Manager	
MAJ(P) Jeff Bochonok MAJs (YG 82-90; A-K)	**Mr. Bruce Dahm** ACQ Career Manager	
MAJ Sharlene Donovan MAJs (YG 82-90; L-M)	**Ms. Giselle Whitfield** ACQ Career Manager	
MAJ Keith Harvey MAJ/CPTs (YG 91-95, A-K)	**Vacant** ACQ Career Manager	
CPT(P) Rosalyn Thompson MAJ/CPTs (YG 91-95, L-Z)		

Mr. Rick Yager Military Boards

Ms. Cathy Johnston Civilian Boards

Ms. Paula Bettes Education & Fellowships

Ms. Veronica Gonzalez Certification Manager

Vacant Personnel Management

Mr. Steve Zamperini Civilian Distribution

Ms. Roz Ford Personnel Asst

Vacant Personnel Asst.

Mr. Tony Staton Technician

Mr. Tom Tabor Technician

Vacant Management Asst.

Supporting OPMS III and the AAC Single Functional Area

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AMB Mission

- To provide centralized career management for active duty military officers and civilian Army Acquisition Corps members

- To fill Army requirements for acquisition professionals

▪The branch is responsible for
   ▪accessing military members
   ▪coordinating specialized acquisition training
   ▪processing acquisition corps memberships
   ▪certifying individuals in acquisition career fields in accordance with the Defense Acquisition Workforce Improvement Act (DAWIA).

▪Like other assignment branches in OPMD, AMB supports selection boards, and performs assignment and career counseling
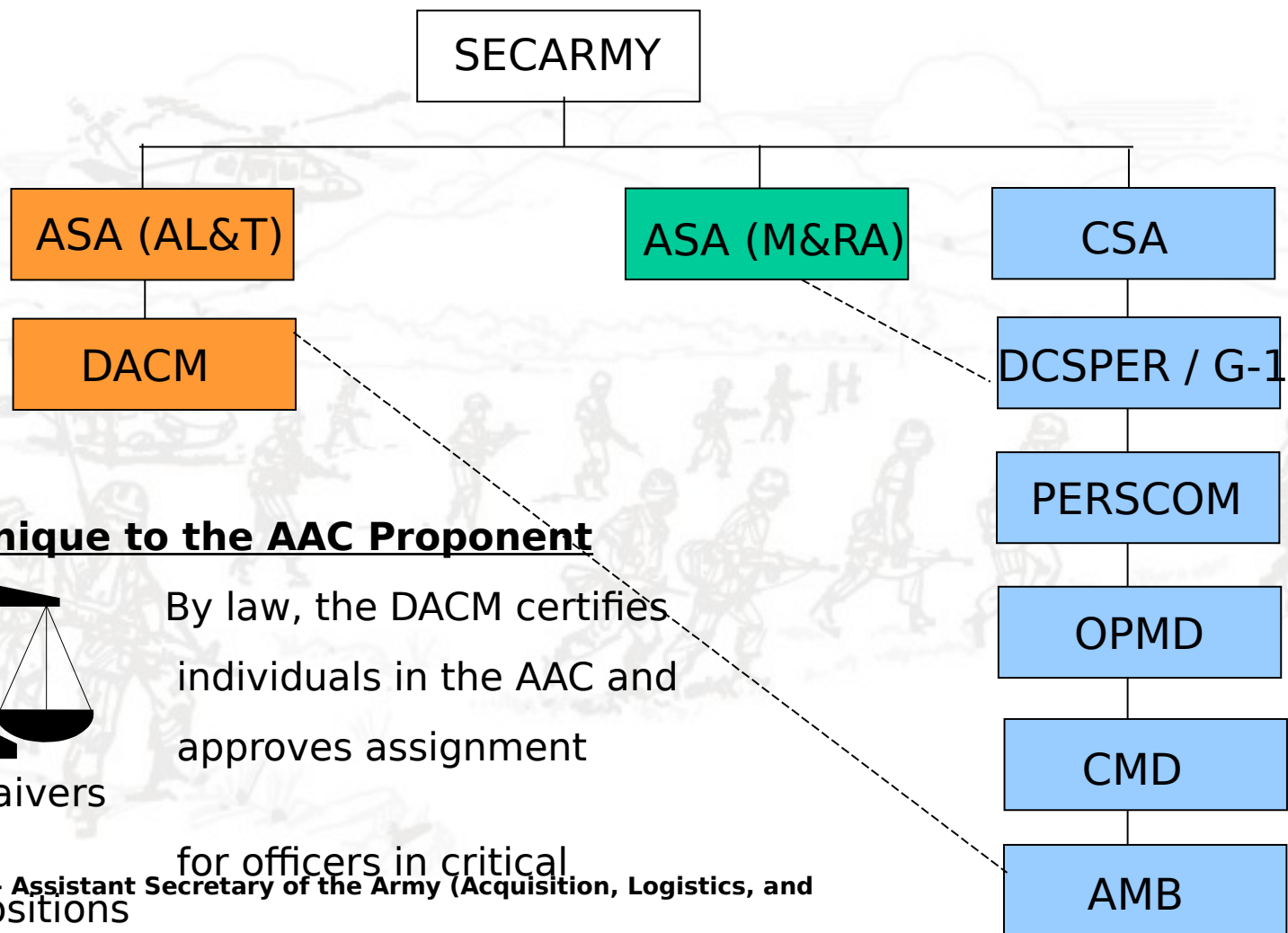
Functions

Military

- **Same as Basic Branches**
  - Except: no LTs, Officer Basic Course or Captains Career Course
- **And more...**
  - AAC Distribution
  - COL Management
  - Acquisition-specific Boards
  - Advanced Civil Schooling & Training With Industry
  - Tenure Waivers
  - Corps Membership & Certification
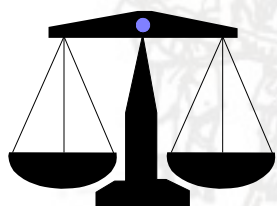 - Defense Acquisition University Training - PMT 401/2

Civilian

- Acquisition Career Management Files (ACMFs)
- Acquisition Career Record Briefs
- Corps Membership & Certification
- Central Referrals
- Placements
- Civilian Acquisition Boards
- Career Counseling

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Where does AMB Fit?

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                        │   SECARMY   │
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       │ ASA (AL&T)  │   │ ASA (M&RA) │     │     CSA     │
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       ┌──────┴──────┐         ┆            ┌──────┴──────┐
       │    DACM     │╌╌╌┐     ┆╌╌╌╌╌╌╌╌╌╌╌╌│ DCSPER / G-1│
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Unique to the AAC Proponent

By law, the DACM certifies individuals in the AAC and approves assignment waivers for officers in critical positions

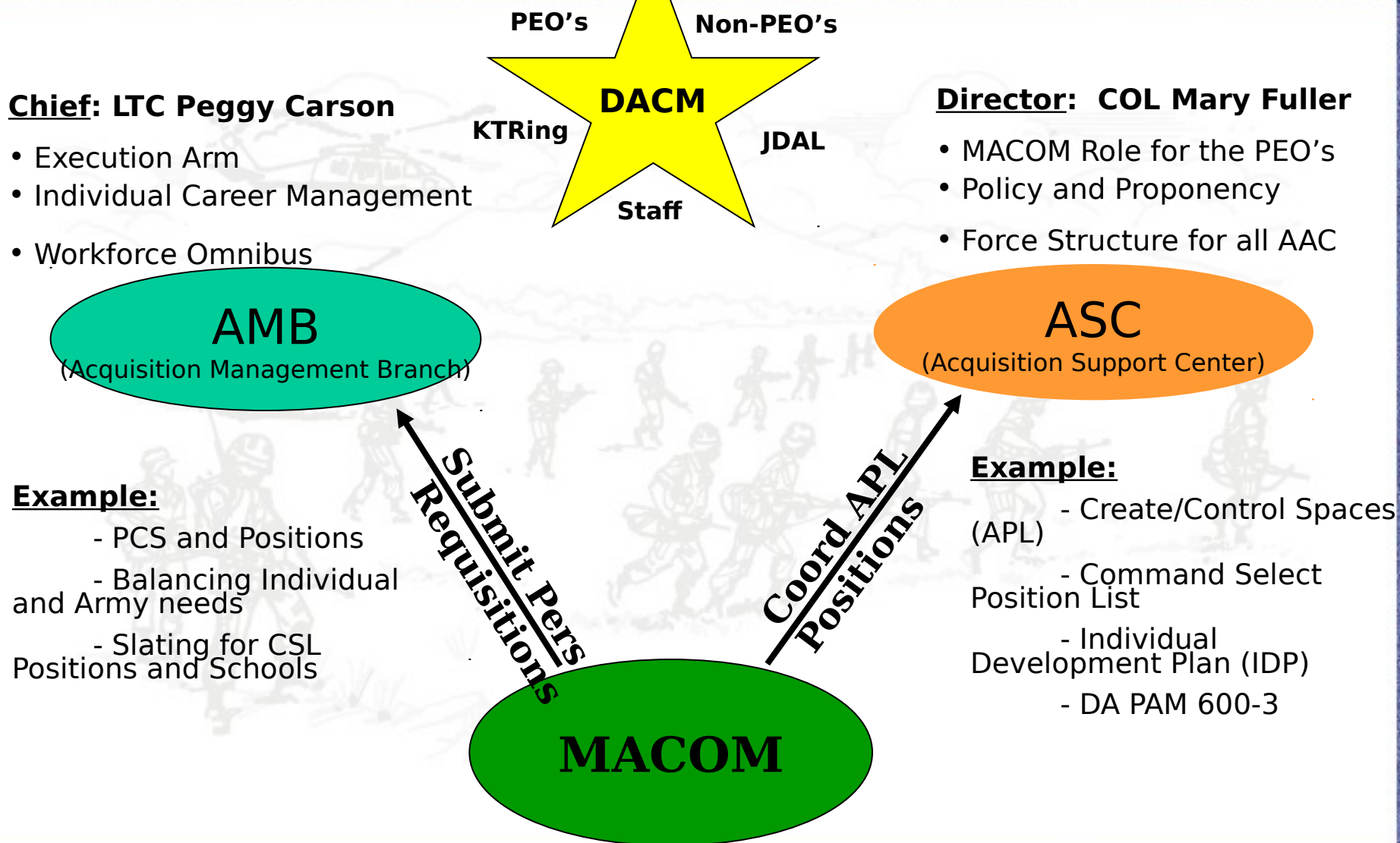ASA(AL&T) - Assistant Secretary of the Army (Acquisition, Logistics, and Technology)

ASA(M&RA) - Assistant Secretary of the Army (Manpower & Reserve Affairs)

DACM - Deputy Acquisition Career Manager

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Key Acquisition Relationships

PEO's   Non-PEO's

DACM

KTRing   JDAL

Staff

Chief: LTC Peggy Carson

- Execution Arm
- Individual Career Management
- Workforce Omnibus

AMB
(Acquisition Management Branch)

Example:
- PCS and Positions
- Balancing Individual and Army needs
- Slating for CSL Positions and Schools

Director: COL Mary Fuller

- MACOM Role for the PEO's
- Policy and Proponency
- Force Structure for all AAC

ASC
(Acquisition Support Center)

Example:
- Create/Control Spaces (APL)
- Command Select Position List
- Individual Development Plan (IDP)
- DA PAM 600-3

Submit Pers Requisitions

Coord APL Positions

MACOM

Current Issues

- **FY04 MAPL published Jun 03 – assignments and tracking officers**
- **CSL Declinations/Activations (11 COLs declined to date)**
- **Training (PMT 352 & others)**
- **Issues Inside PERSCOM**
  - **No Waivers for Active Duty Service Obligations (ADSOs), Time-in-Grade for Retirement, or Time-on-Station for Retirement**
  - **CSL Slates/Activations follow Strict Policies and Procedures**
  - **Stop-Loss Lifted – 51Cs**

Promotion & Slate lists are close-hold!

Current Issues

- **Intermediate Level Education**
  - **3-month Core Course + Functional Area Education/Training**
  - **FA51 Functional Area Training derived from Defense Acquisition University (DAU) certification standards**
- **Universal Military Education Level (MEL) 4**
  - **3-month Core Course**
  - **Two pilot courses scheduled for 2003 at Fort Gordon and Fort Lee sites, respectively, for CGSC selectees**
  - **Full implementation proposed for AY 05-06, YG 95**
  - **FA51 not expected to attend at Fort Leavenworth site under full implementation**

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Assignment Considerations

- **Chief of Staff Initiatives**
  - **Summer Rotation**
  - **36 Months Time on Station**
  - **12 Month Assignment Notification**
  - **High School Senior Stabilization**
- **Needs of the Army and Acquisition Corps**
- **Officer's Professional Development and Preferences**
- **Professional Development of Peers**
- **Exceptional Family Members**
- **Army Married Couples**

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AAC Under OPMS III

- **OPMS III has had a positive impact on AAC**

- **Acquisition (FA51) and FAO (FA49) is Operations Support Career Field**

- **Functional Area Designation at 5th Year**

- **AAC Accession begins in the 7th Year**

- **CFD at 10th year – AAC currently does not participate in CFD**

- **Promotion boards through MAJ remain Army Competitive Category boards (i.e., only one category)**

- **Board composition is the same as it was previously; however, files are voted by career field, and promotion lists are published by career field. Officers only compete against officers within their career field**

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Recent Selection Board Results

Board results are normally published 90-120 days after the board adjourns.

PM/CMD and school (CGSC & SSC) slating is published at a

- **FY 02/03 Promotions**

- **LTC PM/Acquisition Command**

- **Senior Service College (SSC)**
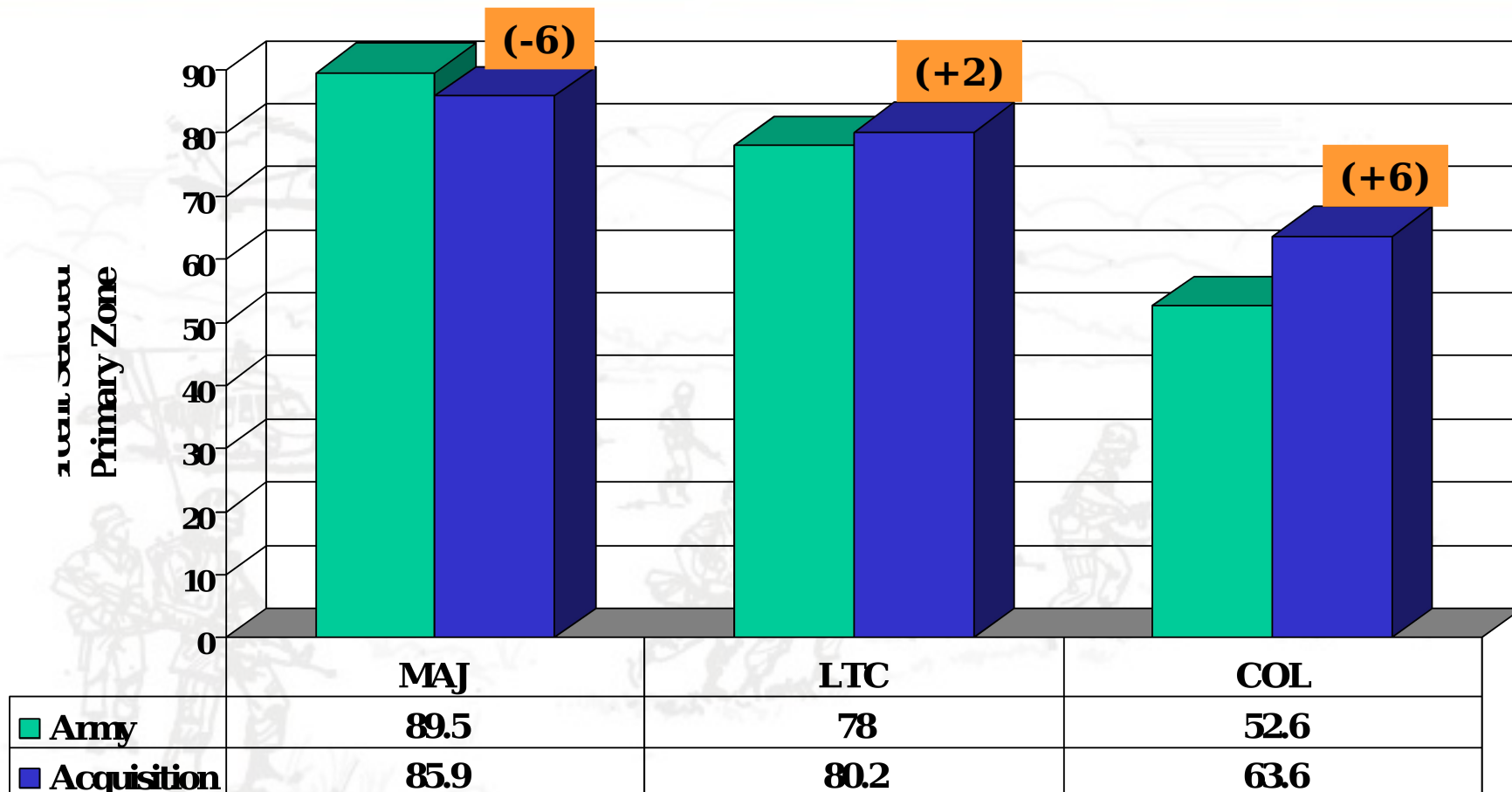
- **COL PM/Acquisition Command**

Board Feedback

- **Board Feedback**
  - **Selection boards strongly endorse current OER (DA 67-9).**
  - **Boards can distinguish between a COM report and a COM File.**

- **General Observation -- What's Important to Board Members**
  - **Senior Rater Label**
  - **Senior Rater Narrative**
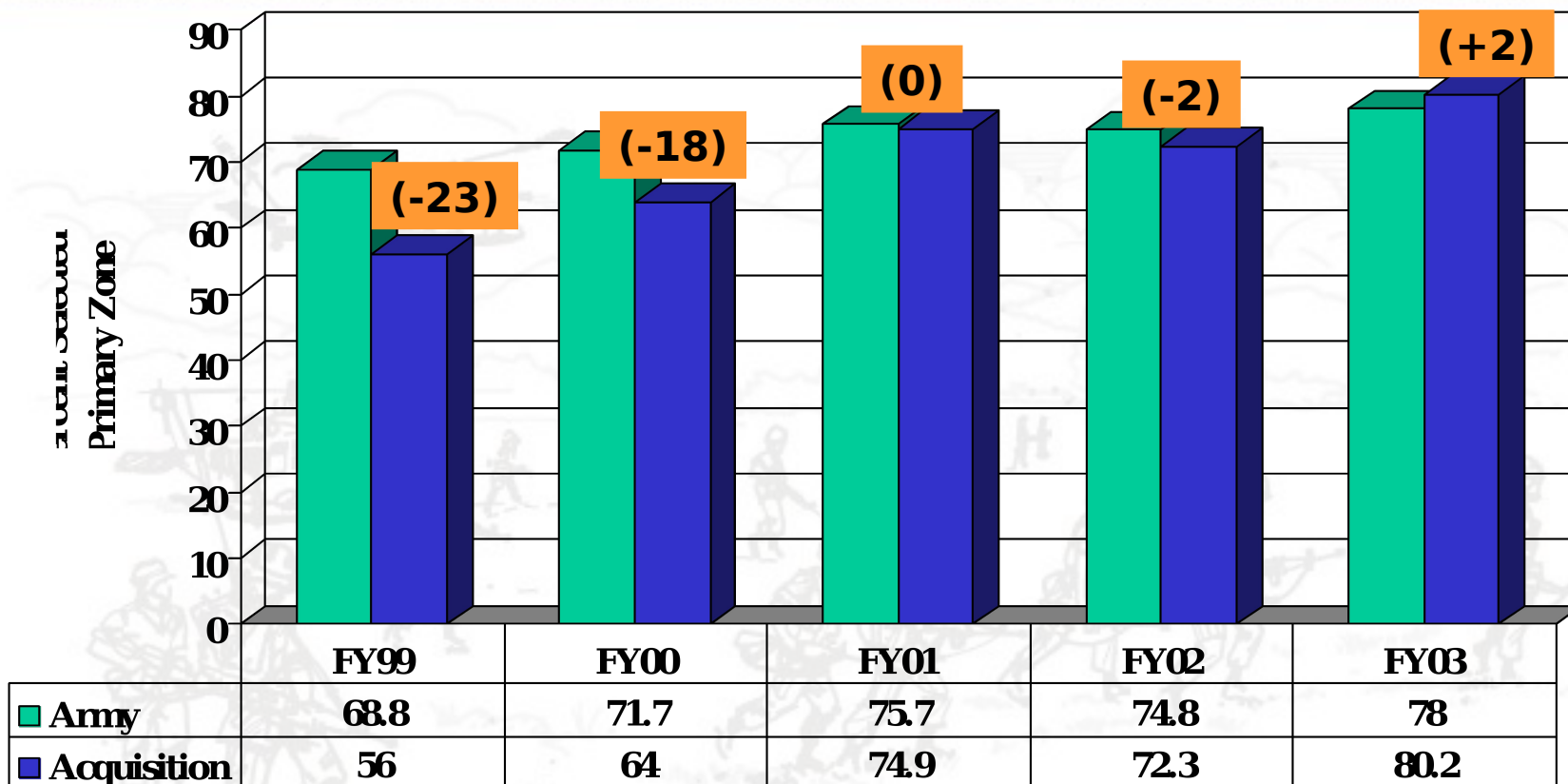 - **Duty Description/Duty Title**

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FY 03 Promotion Summary

	MAJ	LTC	COL
■ Army	89.5	78	52.6
■ Acquisition	85.9	80.2	63.6

(-6)   (+2)   (+6)

Total Selected Primary Zone

(actual selectee delta #)

LTC Promotion Results

Total Selects / Primary Zone — Year of Selection

	FY99	FY00	FY01	FY02	FY03
■ Army	68.8	71.7	75.7	74.8	78
■ Acquisition	56	64	74.9	72.3	80.2

Deltas shown: (-23), (-18), (0), (-2), (+2)

■ **Actual delta in selects**

FY03 Promotion Rates for the Army by Career Field
Operations Support (AC & FAO) = 75.5 %   Operations = 79.6%
Information Operations = 75.0%   Institutional

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FY04 LTC/GS14 PM/Command

Military		Civilian

Selection Rates

17% (42/241)   11% (6/53)

of those military selected

6	14%	BZ (LTC)	
27	64%	First Look	
33	83%	Resident MEL-4	

rofile of Military Selectee

| |
|---|
| 100% have Masters Degree |
| Avg 3.5 ACOM OERs out of 4.6 DA67-9 OERs |
| 90% of those slated to PM or AC command positions served 2 years in Program Office, major HQ staff assignment, and/or XO positions |
| *57% of those slated to contracting command positions had at least four years with DLA, AMC, FORSCOM, and/or staff for ASA(AL&T) |
| *4 officers slated to contracting commands were not 51Cs |

COM+/ACOM File + 75% ACOM OERS + Diversity of Acquisition Experience +
PM / Contracting Experience   = LTC PM / CMD

AY03-04 Senior Service College

- **28 AAC Officers Selected (of YGs 79-85), 2 Revalidated (8.1% selection rate vs 7.8% Army)**

- **2 Selectees are not current or former PM/Cdrs**

- **11 Selectees had no PM/CDM OERs in file**

- **12 Potential PM/Command Curtailments at < 36 Months**

Selected Officers

	YG81	YG82*	YG83*	YG84
■ Officers	1	9	9	9

*Best-Look YGs

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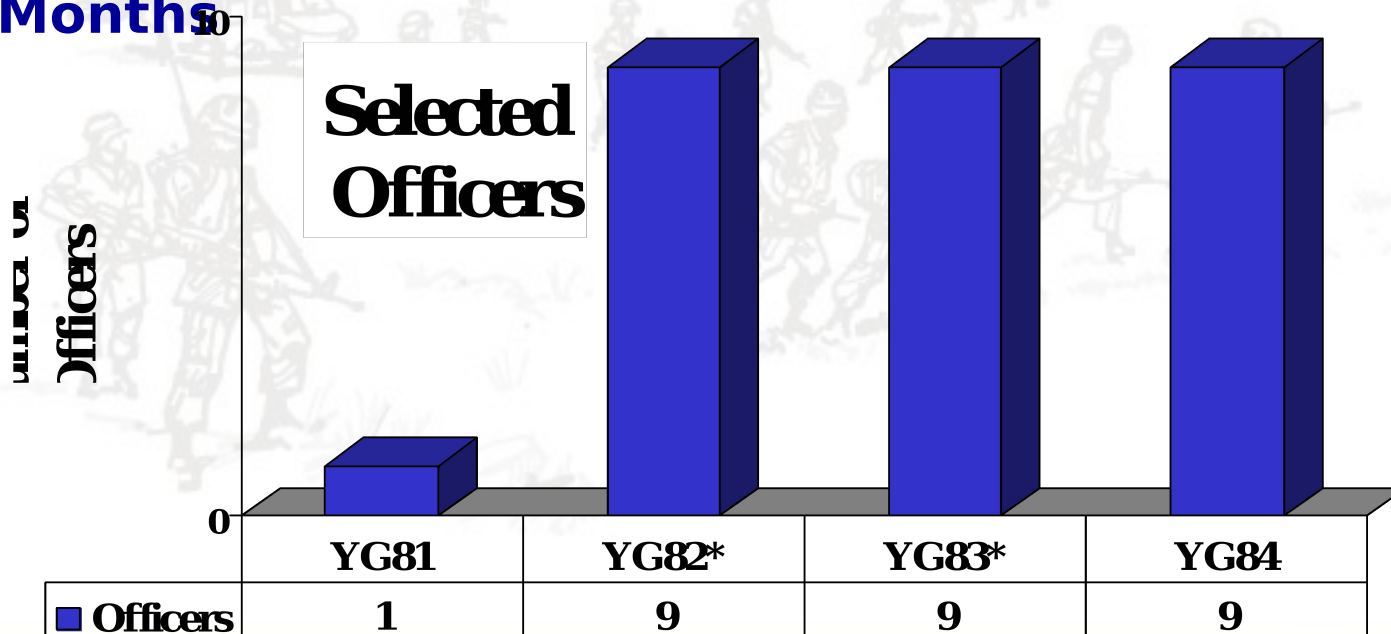
FY04 COL/GS15 PM/Command

Military		Civilian
52% (26 / 50)	**Selection Rates**	**7% (2 / 28)**

of those military selected

2 out of 26	**8%**	**BZ (to COL)**
22 out of 26	**85%**	**First Look**
19 out of 26	**73%**	**Resident MEL-1** (Graduate or Enrolled)

COM+/ACOM File + 67 % LTC/GS15 PM/CMD OERS are ACOM +
Diversity of Acquisition Experience +
PM / Contracting Experience = COL PM / CMD

Profile of Military Selectee

100% have Masters Degree **65% were SSC graduates**
100% were CSL PM/CDR at the LTC/GS14 level
Avg 2 ACOM OERs out of 3 DA67-9 OERs while in LTC PM/CMD

Primary's That Decline

Prior to list	3
W/in 30 days	4
After 30 days	4

Senior Rater Potential Evaluation Form (SRPE)

- Used to rate demonstrated leadership competencies and potential for development.

- Uses a scale to measure how many people were higher/lower.

- Make sure you understand it, use it properly to support the "stars" in your organization.

- Make sure YOUR SRPE shows you in YOUR best light.

- The purpose of the SRPE is to rate an individual's demonstrated leadership competencies and potential for advancement to higher levels of responsibility.

- A SRPE is required for all GS13 and above who are applying for the CDG Program, PM boards, and education and training selection boards

Contact your ACM for guidance on fairly reflecting competencies on the SRPE

The SRPE

The SRPE scores nine leadership potential competencies:

- **Oral Communication**
- **Written Communication**
- **Problem solving**
- **Leadership**
- **Interpersonal skills**
- **Self-direction**
- **Flexibility**
- **Decisiveness**
- **Technical competence**

Do these look familiar?

OPM Leadership Competencies

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Boards

Central selection boards play a key role in the career management process

- **Two types**
  - **Needs-Based**
  - **Best Qualified**

- **Board package information/forms can be found at the US Total Army Personnel Command's (PERSCOM) website:**

https://www.perscomonline.army.mil/OPfam51/ambmai

Needs Based Boards

Career Development (Needs Based)

- **Acquisition Education, Training & Experience (AETE)**

- **Army Acquisition Tuition Assistance Program (ATAP)**

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Best Qualified (BQ)

Best Qualified is the individual with the best qualifications

- **Project Manager**
- **Product Manager**
- **Competitive Development Group (CDG)**

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5 Key Problems with Board Packages

- **Failure to Follow Instructions**

- **Not keeping abreast of changes (i.e. certification requirements, policies, procedures)**

- **SRPE- Senior rater not providing meaningful evaluation of applicants potential**

- **Evaluations - supervisory assessment often does not reflect overall rating**

- **Not signing documents**

Key Board Changes

- **Board applicants should seek package preparation guidance from appropriate Acquisition Career Managers prior to submitting their board package**

- **Key Change - applicants will not be able to make changes to their package after the official packet is submitted**

- **Site visits available upon request**

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PM Post Utilization Solutions

- **Return rights to former position upon conclusion of PM assignment**

- **Senior Service College (ICAF) attendance**

- **AMB assists individual(s) in obtaining new position by submitting a letter to all Acquisition Commands**

- **PPP**

Tips for Writing OER's

- **Tailor the Description to Meet the Actual Duties**
- **Quantify -- Take Credit for ALL Supervisory Tasks**
  - **Supervised XX Officers, Government Civilians and Contractors**
  - **Develops and Provides the US Army Input to XX cross-functional teams of XX personnel**
  - **Responsible for the management of $YY**
- **Show Increasing Responsibility if Warranted**
- **Don't do a Complete the Record OER Unless it Helps the Officer**

Make the Description Relevant to the Warfighter

Tips for Rater/SR Input

- **Quantify Comments**
  - **Of the (rank) I rate, this officer is the best, or in the top XX%**
  - **Of the (rank) I have rated in my career, ...**
  - **Of all of the (rank) I have known, ...**
  - **Best Leader, Organizational Skills, Communicator, Trainer, Manager, ...**

- **Send to CGSC or SSC**
  - **Now, Ahead of Peers, Immediately**

- **Promote**
  - **Now, Immediately, Below the Zone**

- **Command Potential**
  - **Groom for Command, Select First Look**

Must address performance, promotion and cmd potential, and school !

Individual Development Plan

- **Who**
  - **All members of the Army Acquisition Workforce**
  - **<u>Individual responsibility</u>**
- **What**
  - **5-year career development plan between individual and supervisor**
  - **ID and track career objectives in education, training, and experience**
- **When**
  - **Updated annually**
- **Why**
  - **Achieve career goals and certification**
  - **Attend DAU courses**
  - **Award and annotate continuous learning points**
- **How**
  - **https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm**

Certification Standards Checklist

AOC	LVL	EDUCATION	EXPERIENCE	TRAINING
PROGRAM MANAGEMENT (51A)	I	NONE	1 YEAR OF ACQUISITION	FUNDAMENTALS OF SYSTEMS ACQ MNGMNT (ACQ 101)
	II	NONE	2 YEARS OF ACQUISITION W/AT LEAST 1 IN PROGRAM MANAGEMENT	INTERMEDIATE SYSTEMS ACQUISITION (ACQ 201) PROGRAM MANAGEMENT TOOLS (PMT 250)
	III	NONE	4 YEARS OF ACQUISITION W/AT LEAST 2 IN PROGRAM OFFICE & 1 IN PROGRAM MANAGEMENT POSITION	PROGRAM MANAGEMENT COURSE (PMT 352)
CONTRACTING (51C)	I	BACHELOR'S DEGREE & 24 BUSINESS SEMESTER HOURS	1 YEAR OF CONTRACTING	SHAPING SMART BUSINESS ARRANGEMENTS (CON 100) BASICS OF CONTRACTING (CON 101) PRINCIPLES OF CONTRACT PRICING (CON 104)
	II	BACHELOR'S DEGREE & 24 BUSINESS SEMESTER HOURS	2 YEARS OF CONTRACTING	INTERMEDIATE CONTRACTING (CON 202) INTERMEDIATE CONTRACT PRICING (CON 204) GOVERNMENT CONTRACT LAW (CON 210)
	III	BACHELOR'S DEGREE & 24 BUSINESS SEMESTER HOURS	4 YEARS OF CONTRACTING	EXECUTIVE CONTRACTING (CON 301) MNGMNT FOR CONTRACTING SUPERVISORS (CON 333)
INFORMATION TECHNOLOGY (51R)	I	NONE	1 YEAR IN COMMUNICATIONS/COMPUTER SYSTEMS	FUNDAMENTALS OF SYSTEMS ACQ MNGMNT (ACQ 101) BASIC INFORMATION SYSTEMS ACQUISITION (IRM 101)
	II	NONE	2 YEARS OF ACQUISITION W/AT LEAST 1 IN COMMUNICATIONS/COMPUTER SYSTEMS	INTERMEDIATE SYSTEMS ACQUISITION (ACQ 201) INTERMEDIATE INFO SYSTEMS ACQUISITION (IRM 201)
	III	NONE	4 YEARS OF COMMUNICATIONS/COMPUTER ACQUISITION W/AT LEAST 2 IN A PROGRAM OFFICE	ADVANCED INFORMATION SYSTEMS (IRM 303)
SYSTEMS PLANNING, RESEARCH, & DEVELOPMENT (51S)	I	BACHELOR'S DEGREE IN ENGINEERING, SCIENCE, OR MATH	1 YEAR OF ACQUISITION IN SCIENCE OR ENGINEERING	FUNDAMENTALS OF SYSTEMS ACQ MNGMNT (ACQ 101)
	II	BACHELOR'S DEGREE IN ENGINEERING, SCIENCE, OR MATH	2 YEARS OF ACQUISITION IN SCIENCE OR ENGINEERING	INTERMEDIATE SYSTEMS ACQUISITION (ACQ 201) INTERMEDIATE SYSTEMS PLANNING, RESEARCH, DEVELOPMENT, & ENGINEERING (SYS 201)
	III	BACHELOR'S DEGREE IN ENGINEERING, SCIENCE, OR MATH	4 YEARS OF ACQUISITION IN SCIENCE OR ENGINEERING	ADVANCED SYSTEMS PLANNING, RESEARCH, DEVELOPMENT, & ENGINEERING (SYS 301)
TEST & EVALUATION (51T)	I	BACHELOR'S DEGREE IN ENGINEERING, SCIENCE, OR MATH	1 YEAR OF ACQUISITION	FUNDAMENTALS OF SYSTEMS ACQ MNGMNT (ACQ 101) INTRODUCTION TO ACQUISITION WORKFORCE TEST & EVALUATION (TST 101)
	II	BACHELOR'S DEGREE IN ENGINEERING, SCIENCE, OR MATH	2 YEARS OF ACQUISITION W/AT LEAST 1 IN TEST & EVALUATION	INTERMEDIATE SYSTEMS ACQUISITION (ACQ 201) INTERMEDIATE TEST & EVALUATION (TST 202)
	III	BACHELOR'S DEGREE IN ENGINEERING, SCIENCE, OR MATH	4 YEARS OF ACQUISITION W/AT LEAST 2 IN TEST & EVALUATION	ADVANCED TEST & EVALUATION (TST 301)

Certification & Corp Membership

- **Who: All members of the AAW**
  - **Requesting certification and corps membership is an <u>individual</u> responsibility**
- **What:**
  - **Certification Goal**
    - **Level III in Primary AOC**
    - **Level II in a Secondary AOC**
  - **Corp Membership**
    - **Be in grade of MAJ or above**
    - **Have 4-years of acquisition experience in DoD or comparable position in industry or government**
    - **Be certified in an AOC at Level 2**
    - **Have a baccalaureate degree (any discipline) and meet specific requirements for business-related coursework**
- **How:**
  - **Certification - Contact Ms. Veronica Gonzalez, (703) 325-3130, DSN 221-3130 or Veronica.Gonzalez@hoffman.army.mil**
  - **Corps Membership - Write "Request Corps Membership" on ORB. Sign & date ORB. Fax to AMB, ATTN: Ms. Rosalyn Ford**

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Stay Informed

PERSCOM On-Line   https://www.perscom.army.mil/

Acquisition Management Branch (AMB)
https://www.perscomonline.army.mil/OPfam51/ambmain.htm

Army Acquisition Corps (AAC)   http://asc.rdaisa.army.mil/

Assistant Secretary of the Army for
Acquisition, Logistics, & Technology
(ASA(ALT)) On-Line   https://webportal.saalt.army.mil/

Individual Development Plan (IDP)
https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm

Defense Acquisition University (DAU)   http://www.dau.mil

Defense AC Deskbook   http://web2.deskbook.osd.mil/default.asp

Research, Development, & Acquisition
Information Systems Activity   https://webportal.rdaisa.army.mil

Questions

Backup Charts
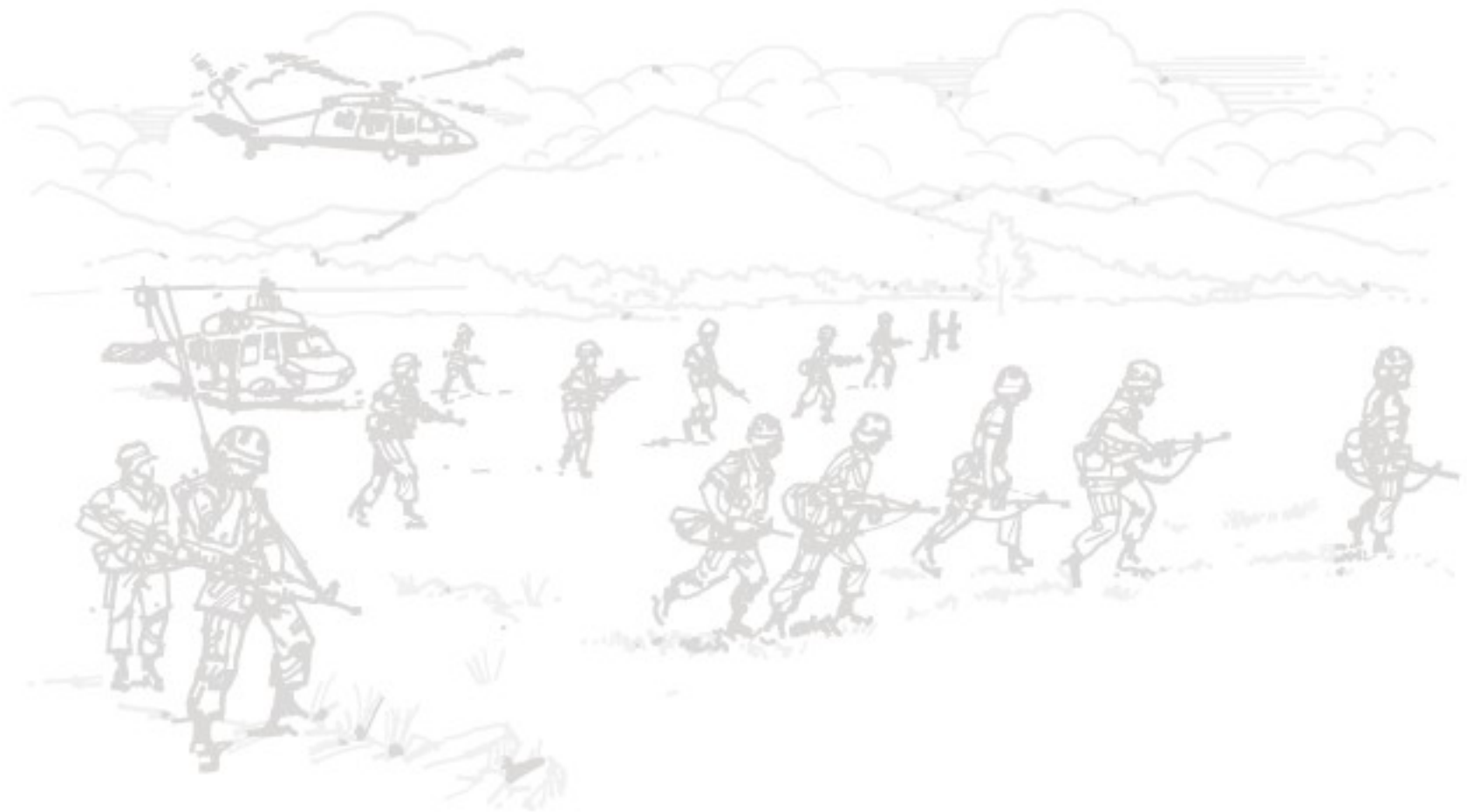
Operating Strength Report

As of 3-Aug-03

COLONELS						Duty					
	MAPL [3]	AUTH [2]	OH	RETIRE	TTHS	Other Than 51	OS	MAPL-OS	AUTH-OS	MAPL %	AUTH %
51	177	184	196	22	6	0	168	-9	-16	94.9%	91.3%

LIEUTENANT COLONELS											
	MAPL [3]	AUTH [2]	OH	RETIRE	TTHS	Other Than 51	OS	MAPL-OS	AUTH-OS	MAPL %	AUTH %
51	446	524	579	45	29	0	505	59	-19	113.2%	96.4%

MAJORS											
	MAPL [3]	AUTH [2]	OH	RETIRE	TTHS	Other Than 51	OS	MAPL-OS	AUTH-OS	MAPL %	AUTH %
51	638	635	732	23	108	28	601	-37	-34	94.2%	94.6%

CAPTAINS											
	MAPL [3]	AUTH [2]	OH	RETIRE	TTHS	Other Than 51	OS	MAPL-OS	AUTH-OS	MAPL %	AUTH %
51	545	306	334	7	57	118	270	-275	-36	49.5%	88.2%

TOTAL – ALL RANKS											
	MAPL [3]	AUTH [2]	OH	RETIRE	TTHS	Other Than 51	OS	MAPL-OS	AUTH-OS	MAPL %	AUTH %
TOTAL	1806	1649	1841	97	200	146	1544	-262	-201	85.5%	93.6%

Notes:
(1) ODP as of 200212
(2) Auths from 200304 PMAD
(3) MAPL as of 200304 maintained by ASC

MAJ Promotion Results

Percent Selected Primary Zone

	FY98	FY99	FY00	FY01 (-2)	FY02 (-6)
■ ARMY	77.0	78.1	79.6	83.0	89.5
■ AAC	75.4	80.1	79.7	81.6	85.9

Year of Selection

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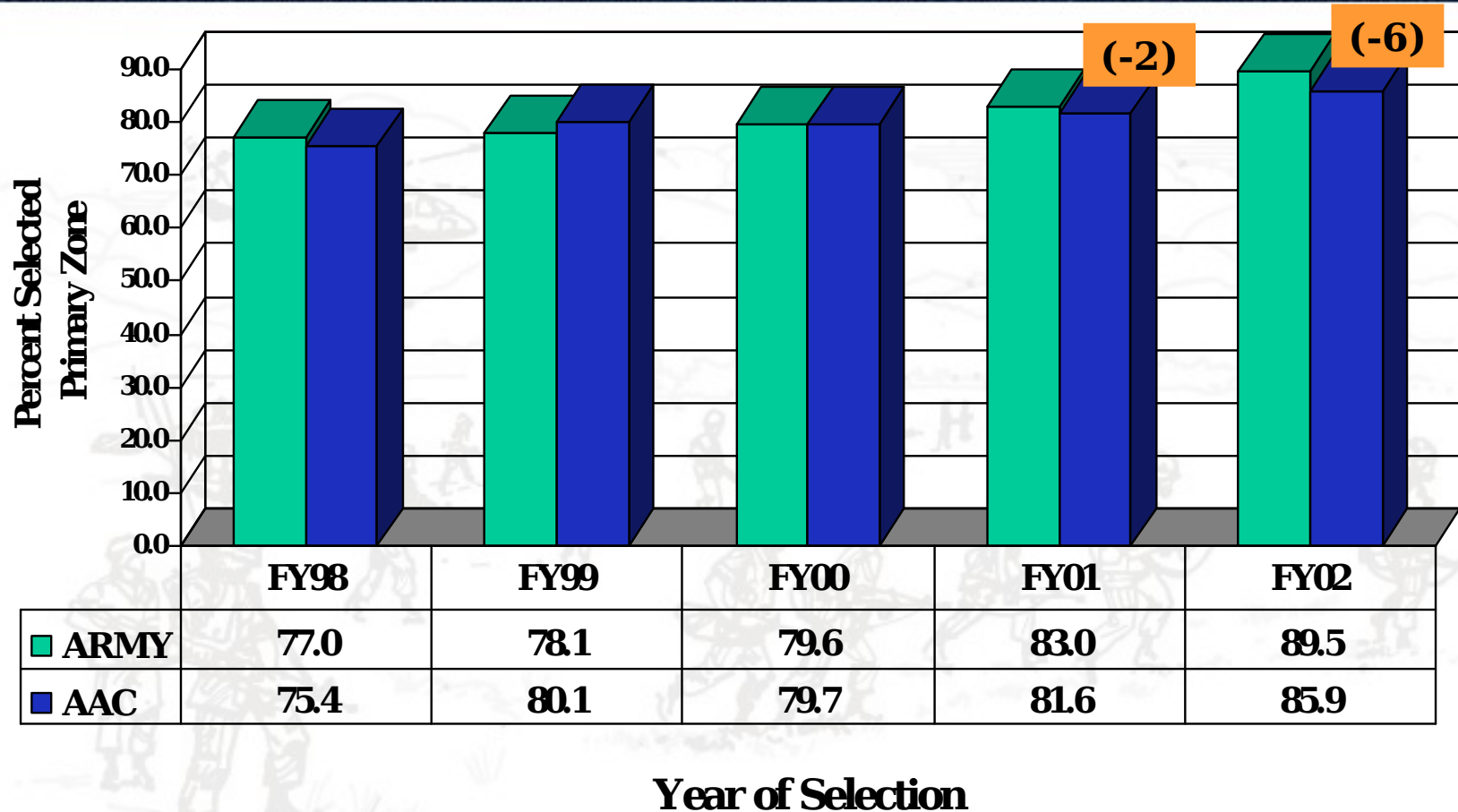
FY02 MAJ Promotion Results

135 Officers In The Primary Zone Of Consideration

116 Officers Were Selected For Promotion: **85.9%**

Acquisition Corps				Army Competitive Category	
3 out of 86	3.4%	**BZ**		108 out of 1603 5.0%	
13 out of 35 37.1%		**AZ**		143 out of 502 28.5%	
116 out of 135 85.9%		**PZ**		1344 out of 1468 89.5%	

Strong Company Command + COM(+) File = MAJ

FY03 LTC Promotion Results

111 Officers In The Primary Zone Of Consideration

89 Officers Selected For Promotion: **80.2%**

Selected			Not-Selected	
64 out of 65	98%	Resident MEL-4	1 out of 65	2%
31 out of 43	61%	Non-Resident MEL-4	12 out of 43	28%
0 out of 8	0%	Not MEL-4	8 out of 8	100%

Strong CO CMD OERs + ACOM/COM(+) File Overall + Job Progression = LTC

BZ: Army rate = 6.3%; AC rate = 6.0% (7 officers)
AZ: Army rate = 7.9%; AC rate = 11.4% (11 officers)

COL Promotion Results

Percent Selected Primary Zone

	FY97	FY98	FY99	FY00	FY01	FY02
■ ARMY	39%	42%	50%	52%	56%	52.6%
■ AAC	37%	50%	40%	55%	58%	62.5%

(6)

Year of Selection
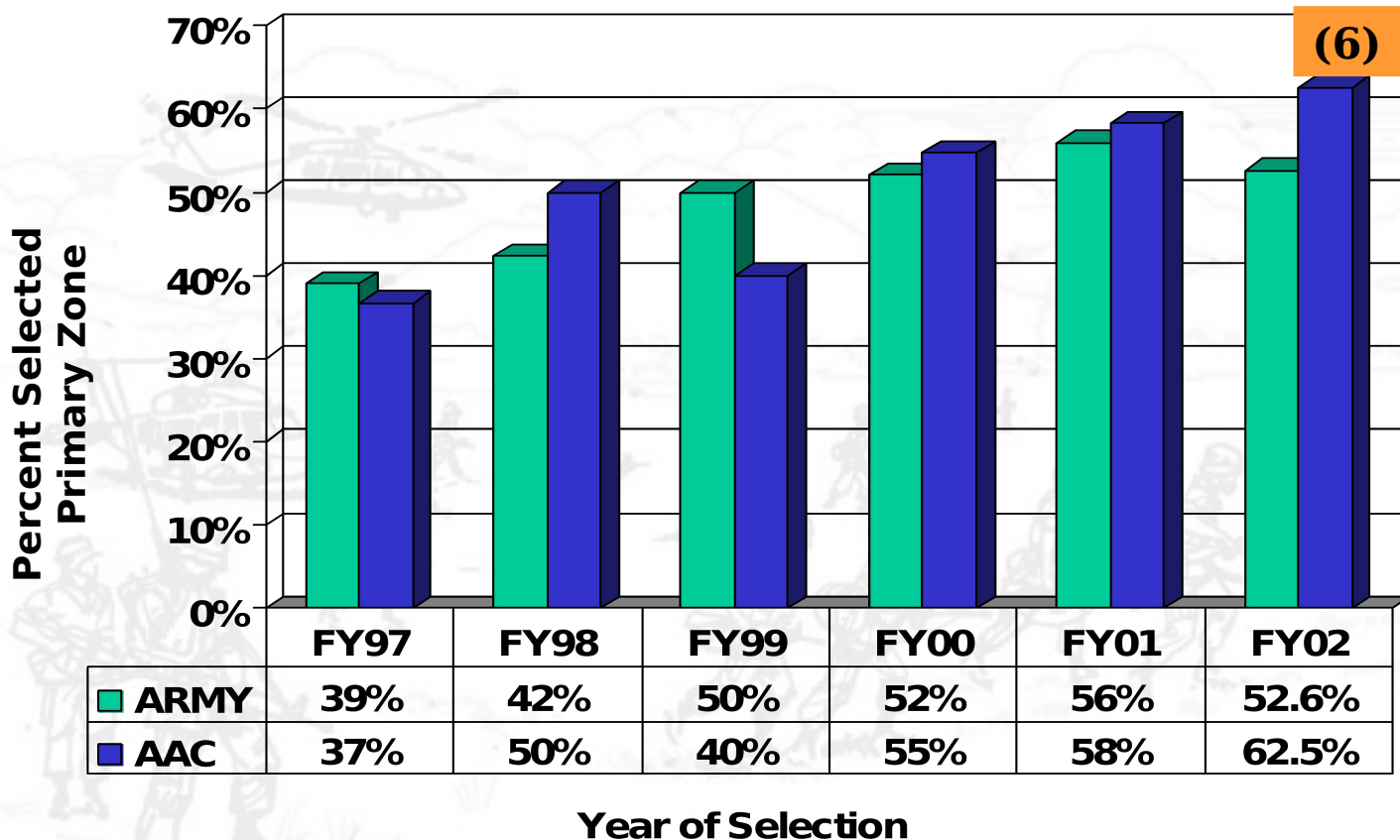
FY02 Promotion Rates for the Army by Career Field
Operations Support (AC & FAO) = 54.7 %   Operations = 53.5%
Information Operations = 48.9%   Institutional
Support = 48.0%

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FY02 COL Promotion Results

56 **Officers In The Primary Zone Of Consideration**

35 **Officers Selected For Promotion: 62.5%**

Selected	**35 out of 55**	**62.5%**
Senior Service College	**23 out of 35**	**65.7%**
LTC PM/Cmd	**31 out of 35**	**88.6%**

Strong LTC PM/CMD OERs (avg 2 ACOM reports) + ACOM/COM(+) File & SSC = Colonel

CSL Considerations

- **Army Chief of Staff guidance**
- **OPMD Director Guidance**
- **DACM Guidance**
- **OML**
- **Officer Preferences**
- **Officer's required skill set for position**
- **Expected report date/officer's availability date**
- **EFMP**
- **Joint Domicile**
- **Tour Equity**

CSL Approval Process

Board Recesses → **CSL to G-1 (DMPP)** → **DMPP to TJAG/OGC (Legal Review)** → **DMPP Review** → **G-1 Review** → **ASA (M&RA) Review**

↓

CSL Released ← **G-1 / PERSCOM Establish Release Date** ← **SEC ARMY Approves CSL** ← **CSA Review** ← **VCSA Review** ← **ASA (AL&T) Review**

Officers have 30 days from release to decline without prejudice. Slate approval process is a separate process which occurs after the approval of the CSL. The actual slate will not be released until after the 30 day decline without prejudice period has passed. If an officer declines after the 30 day window has closed, the officer must decline with prejudice (i.e., may not compete ever again for command at this level).

CSL Slate Approval Process

RSL to AMB → AMB Prepares Slate → Branch Chief Briefed on Slate & Rationale → Division Chief Briefed → MilDep to AAE Briefed → Dir, OPMD Briefed

Slate Released to MACOMs for Review ← CSA Approves Slate ← CSA Briefed ← VCSA Briefed ← DCSPER Briefed ← CG, PERSCOM Briefed

MACOMs can Submit Changes within Command

Slate Released to the Field
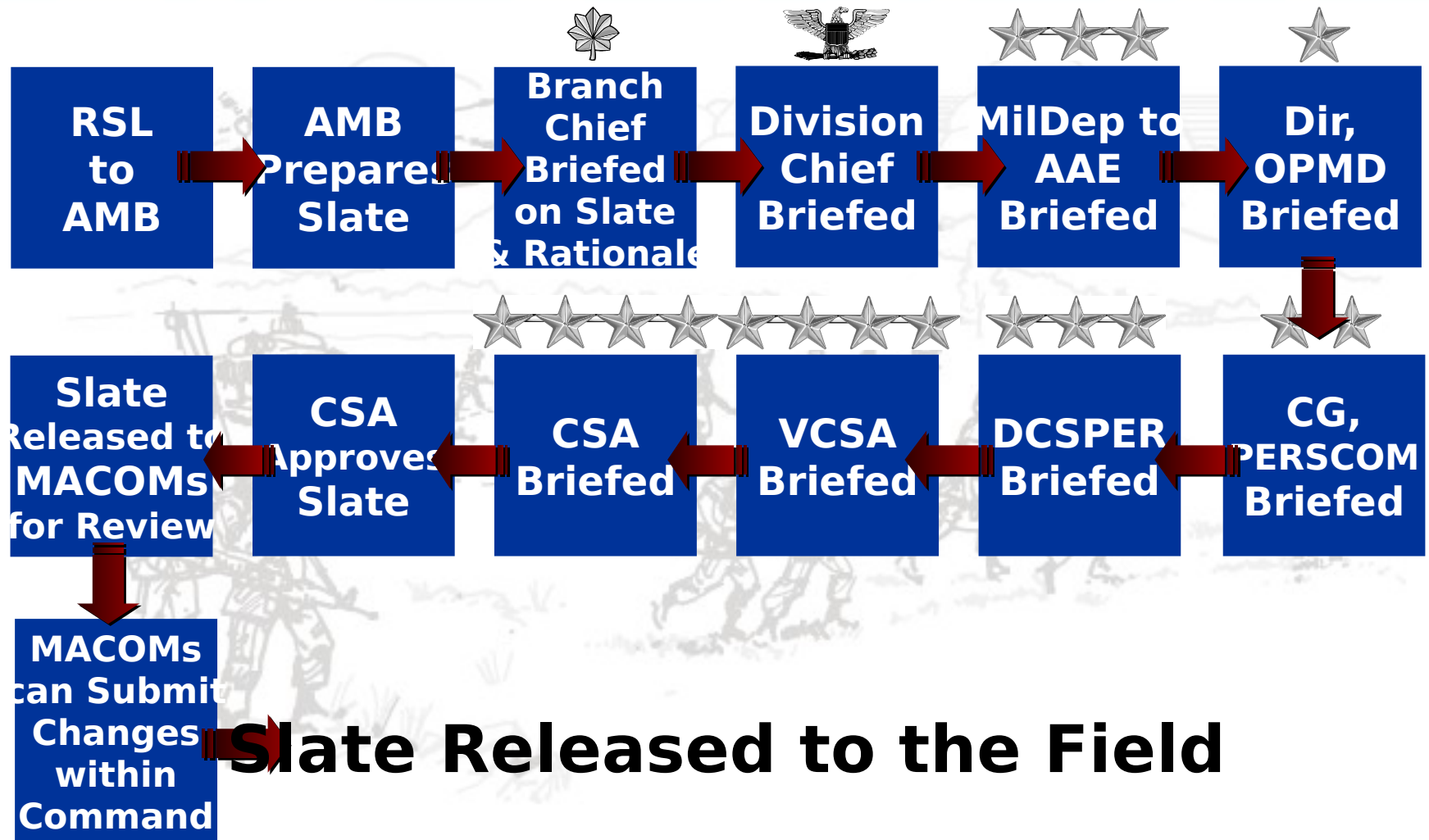
Actions After Slate Approval

- **List is prepositioned to commands**

- **Commands can request reslates within their command**

- **No reslate requests - announce date to release slate**

- **Slate released - officers notified of command location by the command**

- **Once notified, assignment officers can talk to officer (normally a wait time of 15 days to ensure all officers were notified)**

- **AMB must receive approved paperwork from ASC establishing/disestablishing a command before we can make changes to command**

OER Spt Form Responsibilities

- **AR 623-105 states:**
  - **Senior Rater is responsible to ensure each rated officer receives his/her support form**
  - **Raters must do face-to-face counseling within first 30 days**
  - **Raters must put developmental counseling duties as a major performance objective on their support form**
  - **Raters will conduct periodic face-to-face counseling throughout the rated period**
- **Civilian raters/senior raters required to do the same**

Program Management Career Track Change
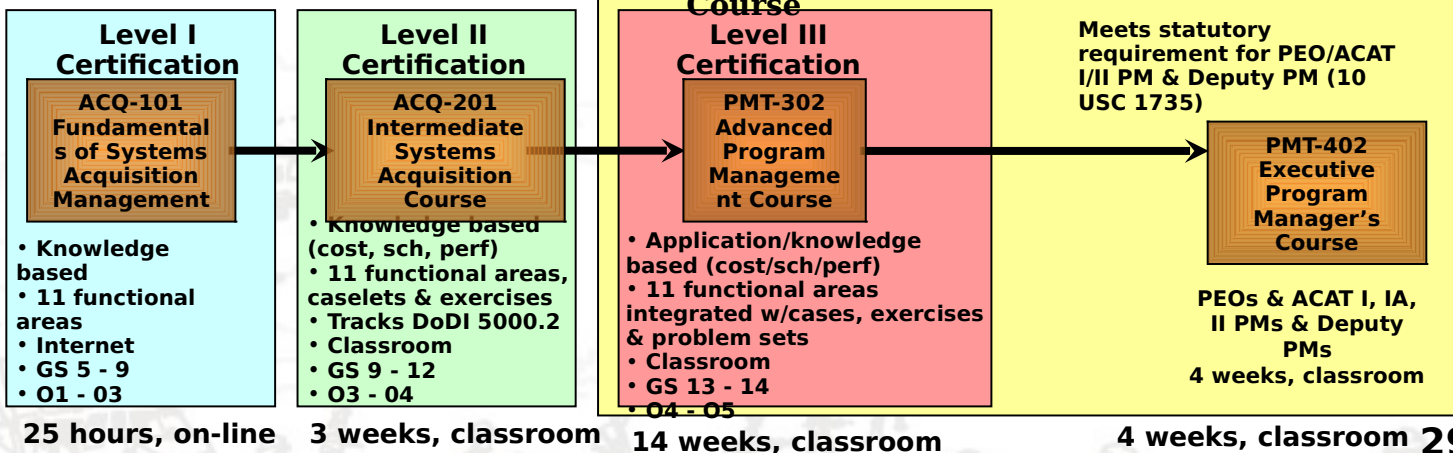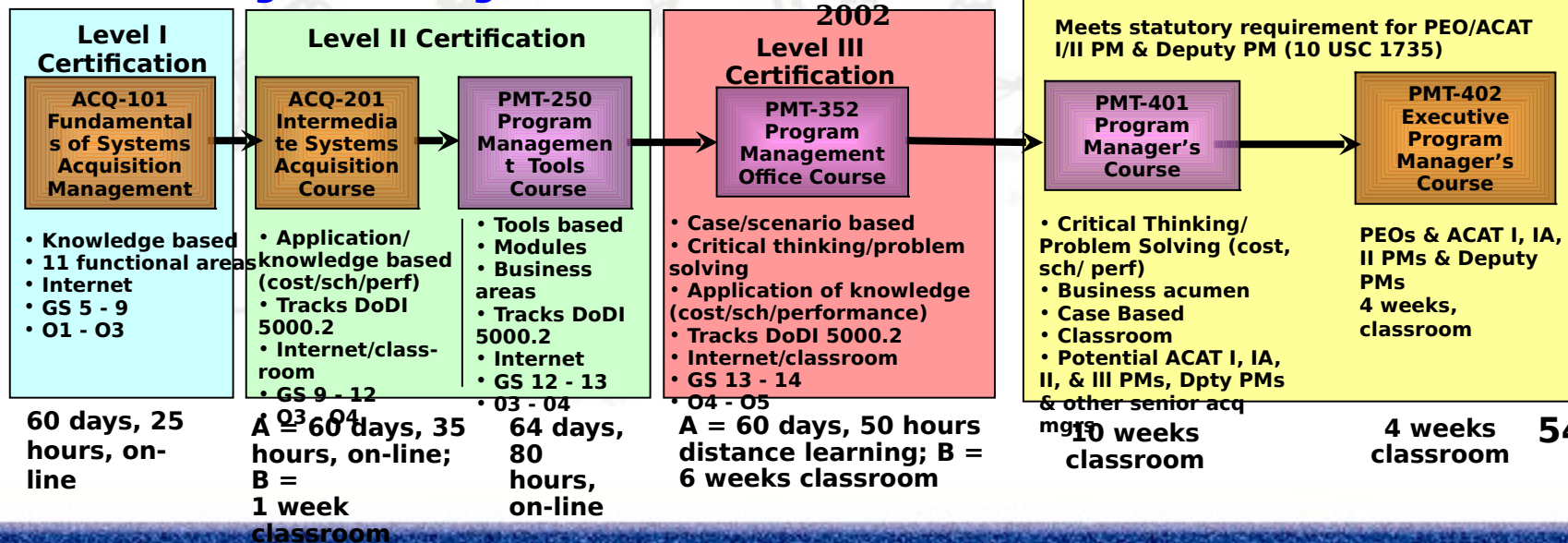
Former Program Management Career Track

May-Aug 2002 = last PMT 302 Course

DAU PD(Sys Acq & PM Cert), 10 Feb 2001

- ■ current courses
- ⬚ optional course
- ■ new courses
- ■ Level I Cert
- ■ Level II Cert
- ■ Level III Cert
- ■ Title 10 PEO/PM

Level I Certification
ACQ-101 Fundamentals of Systems Acquisition Management
- Knowledge based
- 11 functional areas
- Internet
- GS 5 - 9
- O1 - O3

25 hours, on-line

Level II Certification
ACQ-201 Intermediate Systems Acquisition Course
- Knowledge based (cost, sch, perf)
- 11 functional areas, caselets & exercises
- Tracks DoDI 5000.2
- Classroom
- GS 9 - 12
- O3 - 04

3 weeks, classroom

Level III Certification
PMT-302 Advanced Program Management Course
- Application/knowledge based (cost/sch/perf)
- 11 functional areas integrated w/cases, exercises & problem sets
- Classroom
- GS 13 - 14
- O4 - O5

14 weeks, classroom

Meets statutory requirement for PEO/ACAT I/II PM & Deputy PM (10 USC 1735)

PMT-402 Executive Program Manager's Course

PEOs & ACAT I, IA, II PMs & Deputy PMs
4 weeks, classroom

4 weeks, classroom   **29 Weeks**

Current Program Management Career Track

Begins in 2002

Level I Certification
ACQ-101 Fundamentals of Systems Acquisition Management
- Knowledge based
- 11 functional areas
- Internet
- GS 5 - 9
- O1 - O3

60 days, 25 hours, on-line

Level II Certification
ACQ-201 Intermediate Systems Acquisition Course
- Application/knowledge based (cost/sch/perf)
- Tracks DoDI 5000.2
- Internet/class-room
- GS 9 - 12
- O3 - 04

A = 60 days, 35 hours, on-line; B = 1 week classroom

PMT-250 Program Management Tools Course
- Tools based
- Modules
- Business areas
- Tracks DoDI 5000.2
- Internet
- GS 12 - 13
- O3 - 04

64 days, 80 hours, on-line

Level III Certification
PMT-352 Program Management Office Course
- Case/scenario based
- Critical thinking/problem solving
- Application of knowledge (cost/sch/performance)
- Tracks DoDI 5000.2
- Internet/classroom
- GS 13 - 14
- O4 - O5

A = 60 days, 50 hours distance learning; B = 6 weeks classroom

Meets statutory requirement for PEO/ACAT I/II PM & Deputy PM (10 USC 1735)

PMT-401 Program Manager's Course
- Critical Thinking/Problem Solving (cost, sch/ perf)
- Business acumen
- Case Based
- Classroom
- Potential ACAT I, IA, II, & III PMs, Dpty PMs & other senior acq mgrs

10 weeks classroom

PMT-402 Executive Program Manager's Course

PEOs & ACAT I, IA, II PMs & Deputy PMs
4 weeks, classroom

4 weeks classroom   **54 Weeks**

Estimated Board Dates (Calendar Year)

ESTIMATED BOARD DATES (CALENDAR YEAR)

COHORT YG	PZ CPT (APR)	BZ MAJ (MAR)	PZ MAJ (MAR)	CFD (MAY)	1ST CSC (AUG)	2ND CSC (AUG)	BZ LTC (MAR)	PZ LTC (MAR)	1ST BN CMD (OCT)	1ST SSC (APR)	LAST BN CMD (OCT)	BZ COL (AUG)	PZ COL (AUG)	1ST BDE CMD (JAN)	LAST SSC (APR)	LAST BDE CMD (JAN)
1972																1997
1973															1996	1998
1974														1996	1997	1999
1975													1996	1997	1998	2000
1976												1996	1997	1998	1999	2001
1977											1996	1997	1998	1999	2000	*2002*
1978											1997	1998	1999	2000	2001	2003
1979										1996	1998	1999	2000	2001	*2002*	2004
1980								1996	1996	1997	1999	2000	2001	*2002*	2003	2005
1981							1996	1997	1997	1998	2000	2001	*2002*	2003	2004	2006
1982							1997	1998	1998	1999	2001	*2002*	2003	2004	2005	2007
1983							1998	1999	1999	2000	*2002*	2003	2004	2005	2006	2008
1984							1999	2000	2000	2001	2003	2004	2005	2006	2007	2009
1985						1996	2000	2001	2001	*2002*	2004	2005	2006	2007	2008	2010
1986			1996		1996	1997	2001	*2002*	*2002*	2003	2005	2006	2007	2008	2009	2011
1987		1996	1997		1997	1998	*2002*	2003	2003	2004	2006	2007	2008	2009	2010	2012
1988		1997	1998		1998	1999	2003	2004	2004	2005	2007	2008	2009	2010	2011	2013
1989		1998	1999		1999	2000	2004	2005	2005	2006	2008	2009	2010	2011	2012	2014
1990		1999	2000		2000	2001	2005	2006	2006	2007	2009	2010	2011	2012	2013	2015
1991		2000	2001	2001	2001	*2002*	2006	2007	2007	2008	2010	2011	2012	2013	2014	2016
1992		2001	*2002*	*2002*	*2002*	2003	2007	2008	2008	2009	2011	2012	2013	2014	2015	2017
1993	1996	*2002*	2003	2003	2003	2004	2008	2009	2009	2010	2012	2013	2014	2015	2016	2018
1994	1997	2003	2004	2004	2004	2005	2009	2010	2010	2011	2013	2014	2015	2016	2017	2019
1995	1998	2004	2005	2005	2005	2006	2010	2011	2011	2012	2014	2015	2016	2017	2018	2020
1996	1999	2005	2006	2006	2006	2007	2011	2012	2012	2013	2015	2016	2017	2018	2019	2021
1997	2000	2006	2007	2007	2007	2008	2012	2013	2013	2014	2016	2017	2018	2019	2020	2022
1998	2001	2007	2008	2008	2008	2009	2013	2014	2014	2015	2017	2018	2019	2020	2021	2023
1999	*2002*	2008	2009	2009	2009	2010	2014	2015	2015	2016	2018	2019	2020	2021	2022	2024
2000	2003	2009	2010	2010	2010	2011	2015	2016	2016	2017	2019	2020	2021	2022	2023	2025
2001	2004	2010	2011	2011	2011	2012	2016	2017	2017	2018	2020	2021	2022	2023	2024	2026
2002	2005	2010	2012	2012	2012	2013	2017	2018	2018	2019	2021	2022	2023	2024	2025	2027
COHORT YG	PZ CPT (APR)	BZ MAJ (MAR)	PZ MAJ (MAR)	CFD (MAY)	1ST CSC (AUG)	2ND CSC (AUG)	BZ LTC (MAR)	PZ LTC (MAR)	1ST BN CMD (OCT)	1ST SSC (APR)	LAST BN CMD (OCT)	BZ COL (AUG)	PZ COL (AUG)	1ST BDE CMD (JAN)	LAST SSC (APR)	LAST BDE CMD (JAN)

* Cohort YG is the same as your basic YG if you have never been promoted BZ or AZ. It is generally minus 1 for every BZ selection and plus one for every AZ selection.
HOWEVER, YOU SHOULD ALWAYS CHECK THE SPECIFIC CRITERIA / DATES OF RANK ON THE BOARD MESSAGE … IT IS POSSIBLE THAT AN ENTIRE BASIC AND/OR COHORT YEAR GROUP WILL NOT BE SEEN BY A SPECIFIC BOARD DUE TO THE SPECIFIC CRITERIA ON THE BOARD MESSAGE (E.G., DATE OF RANK).

Acquisition Management Branch E-Mail/Telephone Numbers

Chief, AMB	3131
LTC Peggy Carson	Peggy.Carson
COL Assignments	3090
MAJ Ed Lane	Edward.Lane
Distribution Manager	9383
MAJ Fred Hollis	Fred.Hollis
LTC YG 73-82 Assignments	3124
LTC Phil Viersen	Phillip.Viersen
LTC YG 83-86 Assignments	3129
MAJ Jeannette Jones	Jeannette.Jones
MAJ YG 81-90 (A-K) Assignments	2800
MAJ Jeff Bochonok	Jeffrey.Bochonok
MAJ YG 81-90 (L-Z) Assignments	5479
Vacant	
MAJ/CPT YG 91-95 (A-K) Assgnmnts	3128
MAJ Keith Harvey	Keith.Harvey
MAJ/CPT YG 91-95 (L-Z) Assgnmnts	1474
MAJ Tonie Jackson	Tonie.Jackson
Certification Manager (703) 325-XXXX	

Advanced Civil Schooling/ 803-751-5390
Training With Industry
Ms. Paula Bettes — Paula.Bettes

Boards/Schools Manager 3127
Mr. Rick Yager — Richard.Yager

ACM-National Capital Region
Giselle Whitfield 9690 — Giselle.Whitfield
Ms. Chandra Evans-Mitchell 4267 — Chandra.Evans-Mitchell

ACM-Northeast & Central Regions
Mr. Bruce Dahm 6137 — Bruce.Dahm
Ms. Gloria King 3190 — Gloria.King

ACM-Southern & Western Regions

As of 12 Jun 03

Pers Mgt Spec/Boards	2764
Ms. Cathy Johnston	Catheryn.Johnston
Pers Mgt Spec/CPAC	2762
Vacant	
Pers Mgt Spec/Training	2768
Mr. Steve Zamperini	Steve.Zamperini
Military Technician	2758
Mr. Tom Tabor	Thomas.Tabor
Military Technician	9354
Mr. Tony Stanton	Tony.Stanton
Personnel Assistant	2767
Ms. Rosalyn Ford	Rosalyn.Ford
Personnel Assistant	2771
Vacant	
Management Assistant	3094
Vacant	

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AAC Home Page:

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200 Stovall Street
Alexandria, VA 22332-0411

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